



REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY
OFFICE OF THE DEPUTY CHIEF OF STAFF, G-1
300 ARMY PENTAGON
WASHINGTON DC 20310-0300



10 MAR 2005

PECP-HRW

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Senior Army Workforce (SAW) Program Development Strategic Pause

1. In February 2003, the Vice Chief of Staff, Army directed the Assistant G-1 for Civilian Personnel Policy to establish a SAW Management Office (SAWMO) to design and develop a program to enhance leadership capabilities of career civilians. During the period February through July 2004, the SAWMO staffed the SAW concept with the Army Secretariat, the Army Staff and Major Army Commands (MACOMs). In light of comments received and in consideration of fiscal constraints, the Assistant Secretary of the Army (Manpower and Reserve Affairs) approved a revised concept in October 2004. The revised concept was restaffed in December 2004 and preliminary feedback indicates concern with the revisions.
2. Therefore, I have determined that additional time for input and program refinement is necessary. In consultation with the Acting Assistant Secretary of the Army (Manpower and Reserve Affairs) and the Assistant G-1 for Civilian Personnel Policy, I have directed a strategic pause to crosswalk the program's components with the requirements of NSPS and the upcoming Civilian Education System. We will continue to test the SAW program on a limited scale in specific career fields.
3. During the pause, the SAWMO will review the program and evaluate options based on available funding and stakeholder feedback.
4. My point of contact for this action is Mrs. Betty Schuler, (703) 325-2630, DSN 221-2630, email: betty.schuler@us.army.mil.

F. L. HAGENBECK
Lieutenant General, GS
Deputy Chief of Staff, G-1

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